For Information	
Public	
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**11th September 2015**
Report of:	**Nottinghamshire Police**
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Agenda Item:	**04**

Code of Ethics – Update

1.   Purpose of the Report

1.1   To inform PCC of progress in embedding the Policing Code of Ethics within Nottinghamshire Police

2.   Recommendations

2.1   That the meeting notes the update and progress made

3.   Reasons for Recommendations

3.1   To inform PCC of progress made

4.   Summary of Key Points

4.1   The Policing Code of Ethics was introduced by the College of Policing and approved by Parliament on 15th July 2014.

4.2   It was for each force to undertake action to effectively embed the Code within activity locally. In Nottinghamshire the lead Command Officer is DCC Sue Fish, Operational lead is Supt Matthew McFarlane, supported in the work by T/Insp Claire Rukas

4.3   An implementation plan was produced. The PCC was briefed about this in a presentation at the Strategic Resources and Performance Meeting on 16th July 2014. That implementation plan has been delivered.

4.4   The strategic direction for the work of embedding the Code within Nottinghamshire included:

- Clear personal leadership from the Chief Officer Team regarding the importance of the Code;
- The Code would be recognised as an extension to the detail within the Professional element of our existing PROUD values. It does not replace those values;

- The Code would be applied to decision making – in whatever context those decisions are made. It would not be approached in a 'tick box/audit' manner.

4.5   Key work within the implementation plan included:

- Communicating the Code individually to all members of Nottinghamshire Police staff;
- An on-going communication plan to raise awareness of the Code, including items such as 'ethical dilemmas' on the force intranet. Further communication has been conducted on the first anniversary of the Code;
- Briefing senior managers on the Code;
- Incorporating the Code explicitly within relevant training;
- Incorporating the Code explicitly within management development, also within promotion processes;
- Including the Code within recruitment and also induction processes;
- Identifying business area leads across all business areas of Nottinghamshire Police, to embed the Code within the activity of each area;
- Developing the Force Professional Standards & Integrity Board to explicitly include and consider ethical issues;
- Ensuring the Code is at the heart of decision making within Nottinghamshire Police, (recognising the position of the Code at the centre of the National Decision Making Model). This includes action such as explicitly including the Code within Policy logs;
- Maintaining contact with the College of Policing and regional forces to share best practice;
- Interactive sessions with management teams on the Code, including how to practically apply it to decision making within situations.

4.6   This is part of the wider activity to create and maintain an ethical culture with Nottinghamshire Police, which includes:

- PROUD values – launched in June 2012, well embedded and understood by staff;
- **Delivering the Future -** Extensive consultation and involvement of staff at all stages of the work, including design champions, focus groups, research, tabletop exercises, business cases and feedback, briefings and communications;
- **Management training & development -** QUEST programme, Shaping conversations training, use of 360 feedback (mirror, mirror), promotion processes based upon PROUD values;
- **PSD engagement & prevention strategies -** Standards, Integrity & Ethics board, communication re hearing & meeting outcomes, welfare support, annual integrity health check, early intervention programme, counter corruption plan, divisional & department SPOCs, force wide

focus groups, on line chats, organisational learning, rapid resolution, reduced use of formal notices, internal integrity digest, training events for senior managers, supporters scheme, substance misuse & alcohol screening, 'It started with a kiss' programme;

- **Integrity Matters -** Quarterly newsletter, covering a range of issues – drink & drugs testing, avoiding complaints, dealing with risk, misuse of identity cards, hearing & meeting outcomes, message from deputy PCC, etc.;
- **Ncalt corruption training.**
- **Officer perception survey -** In January 2014 re PSD perceptions. 900 officers and staff participated with key recommendations developed from the results and actioned;
- **People Board -** A whole range of activity that contributes to staff wellbeing:
    - Emotional: CIC (Employee Assistance Programme provider), Professional support (mandatory counselling), Notifiable Associations, Working in partnership with Trade Unions and Staff Associations, Mediation, Support Networks, Outplacement support service, Debt Counselling, Federation, GMB, UNISON

    - Physical: Gymnasiums, OHU, Health checks, Sports and Social club, Health & Safety Reporting System, Website '*Working well for East Midlands Forces*', Reasonable adjustments, Police treatment centre, Eye check-ups, Publicising and support for *Movember,* Physiotherapy, Stress guidance, Hearing tests , First Aid suites, Dedicated Health & Safety team, Trained display screen equipment assessors, Trained First Aid at Work individuals, Prayer Rooms

    - Culture: People Board, Annual Leave, Coaching and mentoring opportunities, Meet the Chief events, Recognition awards and commendations, Departmental meetings, Intranet, Internet access for all, Gender Agenda, Grievance Policy

    - Financial: Sick pay, Sick pay appeal panel, Police Mutual, Police Officer/Staff discount schemes, Group Insurance Scheme, LGPS pension scheme /AVCs, Cycle to work scheme, Debt management – vetting review
    Child Care Benefit Scheme, Approach to business interests

    - Surveys: Staff survey (Durham University Business School), Work and wellbeing survey (University of Nottingham), Supts Association survey

- Line Management Support: 1 to 1 meetings, Approach to PDRs, Return to work meetings, Written Improvement Notices, Shaping Conversations programme, Family friendly policies and procedures, Welfare visits

4.7 During the HMIC fieldwork for the PEEL programme inspection on efficiency, legitimacy and leadership in May 2015, the debrief from HMIC reported *"Staff have a good understanding of the vision of the Chief officers in respect of PROUD and can articulate what is expected of them. They understood that the code of ethics and PROUD were the same thing within the force. In addition they considered it essential that they displayed the ethos and values of PROUD at all times".*

4.8 The national situation regarding Ethics Committees is currently varied – with several different approaches being taken across the country. Supt McFarlane and Insp Rukas have both attended national events organised through the College of Policing, to keep up to date regarding the national picture. Within Nottinghamshire, consideration of specific ethical issues is now included within the force Professional Standards, Integrity & Ethics Board. The first ethical issue considered at the Board was the offer of free transport for officers and uniformed staff by Nottingham transport companies. The issues involved were considered against the nine elements of the Code. The view of the Board is that the arrangement is ethical.

5. Financial Implications and Budget Provision

5.1 Not applicable – work conducted within mainstream activity.

6. Human Resources Implications

6.1 The Code applies to all staff, and is applicable to all HR decisions.

7. Equality Implications

7.1 The Code is an essential element in continuing to demonstrate legitimacy to all communities.

8. Risk Management

8.1 No risks identified within this report

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 The activity updated on is consistent with existing priorities.

10. Changes in Legislation or other Legal Considerations

10.1   The Code of Ethics applies to all England & Wales Police forces.

11.   Details of outcome of consultation

11.1   Not applicable to this update

12. Appendices

12.1   None attached